

Mental Health Worker S2H

Title	Mental Health Worker S2H
Business unit	Housing and Homelessness
Location	105 Dana Street, Ballarat
Employment type	Full Time, Maximum term
Reports to	Team Leader Street 2 Home

About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We’ve been supporting people and families for over 100 years. We work alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

We empower children, young people and families to learn and thrive. We’re there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We’re proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills and tools they need to live a healthy, happy life.

As an organisation, we work in solidarity with Aboriginal and Torres Strait Islander people as Australia’s First Peoples and as the traditional owners and custodians of this land.

We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

Our purpose: To inspire people, enliven communities and confront injustice

Our values: We are imaginative, respectful, compassionate and bold

1. Position purpose

As part of the Supportive Housing team, the focus of this role is to provide timely access to comprehensive mental health assessment, early intervention, and evidence-based treatment for clients, who may be rough sleeping, chronically homeless or may have been housed through the Housing First strategy within the Central Highlands region.

The Mental Health Worker will provide expert based psycho-social clinical assessment that are evidence based and or best practise and that enhance the person’s recovery from a chronic mental disorder.

The Mental Health Worker will have well established connections to clinical services either in the Community setting or through Mental Health services, ensuring timely response to clients who are assessed as requiring mental health treatment

2. Scope

Budget:

Nil

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People:

- Nil

3. Relationships

Internal

- Street 2 Home Team
- IAP Workers
- Overdose Prevention Clinician
- Other relevant Internal staff

External

- Department of Families, Fairness and Housing
- Department of Justice
- ACSO
- Internal and External Mental Health Services
- GP's and other allied health services
- Ballarat Health Services
- Mental Health Services
- Other tertiary Mental Health Services and relevant external services

4. Key responsibility areas

Service delivery

- Provide specialist case management, through identification of complex needs and prioritization of client/family/significant other needs and or/referral treatment options.
- Apply assertive and persistent outreach practice to provide purposeful assistance to clients with complex needs and challenging behaviours.
- Actively engage with people who are identified as rough sleepers in Ballarat.
- Respond to Family Violence according to the MARAM framework and the Family Violence Protection Act 2008 (FVPA)
- Demonstrate knowledge and skills in engaging clients 'at risk' of developing or experiencing mental illness in screening, assessment, early intervention and/or treatment. May include therapeutic interventions such as:
 - Motivational interviewing
 - Cognitive Behavioural Therapy
 - Health Coaching
 - Mindfulness
 - Recovery Orientated Practice
 - Strength Based Therapy
- Maintain effective communication systems with the S2H Team Leader to ensure the optimal provision of services within the team.
- Work collaboratively with a client's GP and other professionals involved in the client's care. Engaging in case conferences, where applicable.
- Regularly review client's mental state, ongoing needs, compliance with medications, and conducting regular risk assessments with the clients.
- Create and sustain strong interagency connections and more integrated service response to meet the holistic needs of clients.
- Establish and maintain strong connections with all AOD services across the catchments including intake and assessment, withdrawal, counselling, residential rehabilitation and youth services and other AOD family and mental health service types

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- Continue to build knowledge and understanding of issues of alcohol, drug use and mental health disorders and their impact.
- Promote Overdose Awareness and Harm Minimization education to individuals and the community
- Other duties consistent with the position description where required.

Financial Management

- Deliver a high-quality service within program budgeting
- Operate program service within Uniting financial procedures and policies

Quality and risk

- Support the provision of a high-quality service through adherence to Uniting Quality and Risk management policies and procedures
- Ensure all client files and documents are audited monthly and meet DFFH accreditation standards as well as Street 2 Home's procedural requirements
- Complete and update client risk profiles and complete regular risk assessments
- Assist to update risk assessment/profile documents and quality procedures when required.
- Assess, record and report identified risks to client and staff in line with Uniting and relevant agency policies
- Actively participate in own Performance Review program, participates as required in quality improvement activities, and a commitment to ongoing professional development and achievement of professional goals.

Personal accountability

- Compliance with Uniting's values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.
- Cooperate with strategies to actively ensure the safety, protection and well-being of children who come into association with us.
- Ensure appropriate use of resources.
- Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting's values and professional standards of behaviour.
- Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.
- Identify opportunities to integrate and work collaboratively across teams.
- Take reasonable care for your own health and safety, and health and safety of others (to the extent required).
- Promote a positive safety culture by contributing to health and safety consultation and communication.
- Promptly respond to and report health and safety hazards, incidents and near misses to line management
- Attend mandatory training sessions (i.e. equal employment opportunity, health, and safety) and mandatory training specific to position.
- Declare anything that you become aware of through the course of your engagement which may impede your suitability to work with children and/or young people.
- Declare any potential or actual conflict of interest that you become aware of through the course of your engagement:
 - Based on a relationship with a current member of Uniting's workforce
 - Based on my ongoing work with another organization

5. Performance indicators

- Participate in Performance Management Systems, Individual Performance Plans and Supervision (Provided by the Program Team Leader or other clinical supervisor)
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6. Person specification

Qualifications

- Diploma/Advanced Diploma, Associate Degree, Community Studies (Welfare) Social Work or equivalent, or other relevant qualification

Experience

- Experience and ongoing commitment to the delivery of evidence based and best practice, client, family inclusive treatments for people presenting with a significant mental disorder; demonstrated experience in the application of knowledge in current evidence-based treatment practices and approaches.
- Demonstrate knowledge and understanding of best practices in relation to mental health treatments. Ability to recognize and proactively coordinate mental health support and responses within a multidisciplinary team context on a day-to-day basis
- Demonstrates knowledge of, and the ability to interpret and apply, relevant legislations including Mental Health Act
- Knowledge of the homelessness sector, including services, supports and allied services that are available to people experiencing homelessness
- Extensive knowledge and experience in engaging and working with people who are marginalized and disadvantaged, who may be disengaged from the community, with sensitivity to their unique situation.

Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values.
- **Sector/homelessness understanding:** a thorough knowledge of homelessness and housing, within the Central Highlands Region including knowledge of key stakeholders
- **Rough Sleepers:** A sound knowledge of rough sleepers and associated social issues and factors, and a willingness to provide Assertive Outreach when called upon
- **Person-Centered knowledge and practice:** proven capability to customize supports to achieve a client's goals.
- **Skill development and support:** demonstrated ability to undertake service delivery with people in respect to a variety of complex problem resolutions involving multiple delivery methods.
- **Participation and inclusion:** proven capability to assist clients to resolve a variety of complex matters relating to community activities and inclusion goals.
- **Community engagement and education:** demonstrated ability to build community acceptance and understanding of people who are sleeping rough or those who have significant social and mental health issues.
- **Reporting, documentation and administration:** demonstrated ability to recommend changes to procedures and assist with implementation of organization requirements for data and information.

7. We are a child safe organisation

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and relevant Working With Children Check (and NDIS Worker Screening Check where relevant) to your State prior to commencement of any paid or unpaid work and/or participation in any service or undertaking.

This position description is subject to review and may change in accordance with Uniting's operational, service and consumer requirements.

8. Acknowledgement

I have read, understood, and accepted the above Position Description

Employee

Name:	
Signature:	
Date:	